

CIRCULAR TO THE INDUSTRY

NEW WEEKLY MINIMUM WAGES AND ACROSS THE BOARD INCREASES

1. Please be advised that the minimum wages in respect of employees for whom minimum wages are prescribed in Schedule 5 of the Main Collective Agreement have been increased from 1 March 2015. For the period 1 March 2015 to 28 February 2016 the following minimum wages shall apply.

1 Category Code	2 Class	3 Grade	4 Patterson Grade	5 New Minimum Wage per Week
1 42 3 27	General Worker..... General Worker, repair shop..... Packer/Loader, grade I..... Security Guard.....	1.	A Band A Band A Band A Band	R989.32
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R1 118.29
7 8 44 19 23 47 21 20 26 15	Medium Motor Vehicle Driver (articulated)..... Medium Motor Vehicle Driver (rigid)..... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II..... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B2 B1 B2 B2 B1 B2 B2	R1 378.31
50	Vehicle Guard.....	3.	B2	R2 188.75
10 11 12 13 18	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid)..... Extra-Heavy Motor Vehicle Driver (articulated)..... Extra-Heavy Motor Vehicle Driver (rigid).... Dispatch Clerk.....	4.	B3 B3 B3 B3 B3	R1 579.59

1 Category Code	2 Class	3 Grade	4 Patterson Grade	5 New Minimum Wage per Week
14 45 49	Ultra-Heavy Motor Vehicle Driver..... Semi-Skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	R1 832.05
51	Custodian.....	5.	B4	R2 553.17
41 40 39	Security Officer, III..... Security Officer, II..... Security Officer, I.....	6.	B3 B3 B4	R1 824.08 R2 188.75 R2 188.75

- Employees for whom minimum wages are prescribed and who were in the employ of an employer prior to **1 March 2015** must be awarded an increase of 9% on actual basic wage as from **1 March 2015**.
- Extended Bargaining Unit Employees must be awarded increases based on actual basic wages as set out in the table hereunder as from **1 March 2015**.

Employees earning:	Across the board increase:
BCEA threshold as at 1 March 2015	7%
BCEA threshold plus 30%	6%

Note: The Basic Conditions of Employment Act, 1997 threshold presently stands at R205 433.30 per year.

- Cross Border Allowance will increase as from **1 March 2015** as set out in the table below:

Cross Border Allowance Period : 1 March 2015 to 29 February 2016
(a) R37.95 for each period of absence outside the borders of the Republic of South Africa. (b) R23.48 for each of the three daily meal intervals during such absence.

- Subsistence Allowance will increase as from **1 September 2015** as set out in the table below:

Subsistence Allowance Period : 1 September 2015 to 29 February 2016
(a) R27.10 for each period of absence within the borders of the Republic of South Africa. (b) R23.48 for each of the three daily meal intervals during such absence.

- Please contact your local designated agent should you have any questions.

Yours sincerely



Musa Ndlovu
National Secretary